



# Delaware Early Childhood Council

## **Early Learning Programs & Workforce Committee** **(High Quality Programs and Professionals)**

**Julie Johnson, Chair**

**April 24, 2019**

**6 p.m. – 8 p.m.**

**State Troop 3, Community Room  
3759 South State Street  
Camden, DE 19904**

## **MEETING MINUTES**

### **Call to Order**

#### **Ad-hoc committee for the Early Childhood Expo**

- Objective: get young individuals excited about early childhood and a chance to learn about the opportunities in early childhood
- Expo is being modeled after Culinary Arts Expo
- April 2020; location is TBA: Del Tech preferred; weekday; schools will transport students to locations; 8am/9am-2pm; approx. 900 students (number will be double-checked) – Sophomores, Juniors, Seniors in VoTech Pathway – use of caterer at site
- Brainstorm on specific theme / focus / engaging speakers / structure of day:
  - Potential Speakers:
    - MADDC Speaker 2 years ago; Dr. Julius Mullen – local Wilmington; spoke on elevating workforce (background on ACEs, childhood trauma, brain science) – has a blog
    - Lakeshore – Adam Speaker
  - Vendors:
    - Colleges / programs / Head Starts / vendors at large / Becker's / Lakeshore / state agencies
  - Give away:
    - Swag bags for students
    - Donations: Costco / Walmart / Staples
    - Door prizes to break up day (students must answer question correctly to win prize)
    - Card stamped with vendors
    - DAEYC student membership potential (L.Ross will follow-up)
  - Other:
    - Breakout sessions on different topics and discussions (45 mins) or different speakers as a large group / networking opportunity with other tables and vendors

- Topic: early intervention / play / brain science / child development / avenues besides teaching – career exploration / TEACH program + TEACH scholars / CDA / Del Tech + Del State + Wilmington U course offerings
- Discussion on how to go about with busing / school approval
- Gaining ideas for conference from school staff
- Idea of hands-on activities / quizzes / games at tables (e.g. NAEYC Annual Conference) – keep students engaged
- Professionalism / mock interviews / dressing professionally
- Film idea to break up day
- Index cards on tables (if shy of asking questions)

### **POC recommendations on fee programs can charge-update/POC new rates**

- Kept in recommendations charging for more than the allotted 5 absence days
- POC recommendations will be sent to DHHS and disseminated via email and at May 8<sup>th</sup> meeting
- Interest in sending to DHHS soon as they will be conducting policy drafts in-general
- Rates: May 1<sup>st</sup> new rates go into effect (still advocating for 2018 rates for July 1<sup>st</sup> and epilogue language - must be maintained at % of current rate so rates remain current)
- Interest in engaging families to call legislatures (emails / letters / phone calls / Lake Hall visits)
- Discussion on CCDG funds + POC new rates and programs keeping track of withdrawals

### **Universal Pre-K Initiative/Campaign**

- Thoughts / ideas / questions / concerns:
  - Interest in slowing down / no funding
  - Issue of just “movement” – campaign for a need
  - Concern of using school districts as holders of contract --- want to get into school funding formula – concern on district discretion
  - This is not an invention (West Virginia / PA / Maryland) – yet DE is different than other states (e.g. funding model)
  - Where is state money coming from for funding? Being left to legislators currently
  - NIEER has come in for recommendations / policies / going off of what NJ has done (NJ was mandated)
  - Idea: percentile for community program participation
  - Recommended group size and ratios – class size of 15 with 2 teachers
  - 6 hour – wrap-around
  - Interest of program voice at the table

### **Workforce Crisis**

- Short-term ideas of dealing with shortage
  - Turnover / issues with applicants not showing for interviews or not showing up for first day
  - TANF funds for individuals looking for work – proposal was accepted for TECE 1 + 2 contracting and work placement at partnering program; opportunity to be hired and needs to be approved to be successful throughout program (will need to be more clarified)– pilot – on-hold currently
- Apprenticeship program will be expanded to Kent and New Castle
- Minimum wage discussion

- Concern on mandate of \$15 an hour and other employers in different industries offering \$15 an hour

#### **Next Step Priorities**

- CCDF plan – continue to monitor and stay in touch with
- On-going items

#### **Upcoming events/meetings**

- ECE Advocacy Day, May 8<sup>th</sup>
- Upcoming Community Conversation Meetings throughout the state

**Next meeting date: TBD**

**Meeting Adjourned**